

DCI  
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*Personnel*

Comparison of Personnel Management Concepts

Personnel Management Function

CIA Traditionalist View

DCI/DDCI View

Planning--recruitment  
promotion and release  
numbers

Career Service Chief sets  
with advice from OP

DCI determines with advice  
from OP who consults Career  
Service Chiefs

Promotions--control

Supervisors thru GS-14;  
Career Service Panels as  
modified by Service Chief  
thereafter

Panels to SIS-3; modifications  
only by DCI. DCI SIS-3 an  
above.

Individual assignments

Career Service Chief

Career Service Chief up to  
SIS-3 with advice from a  
Directorate personnel chief  
responsible for looking after  
the individual; DCI from SIS-3

Inter-Intra Directorate  
rotations

Career Service Chief

Career Service Chief with DCI  
prescribed policies

Training of replacements

Career Service Chief

Career Service Chief up to SIS  
with requirement for specific  
plans; ExComm for SIS 1-3;  
DCI for SIS-4 and -5

cc: DDCI

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